

FY 01 Performance Plan Goal Reference	Goal/Metric	HQ DCMA Office Symbol	HQ DCMA Process Owner (703) 767-xxxx DSN 427-xxxx	DCMDE Process Champion (617) 753-xxxx DSN 955-xxxx	DCMDW Process Champion (310) 900-xxxx DSN 929-xxxx	DCMDI Process Champion (703) 767-xxxx DSN 427-xxxx	CAO Process Champion
	PERFORMANCE GOALS						
	Goal 1: Deliver great customer service.						
	Objective 1.1: Engage early in the acquisition cycle to improve business results. (Service Set = Pre-Contractual Advice Services)						
1.1.1	Maintain 98% preaward survey timeliness.	DCMA-OCS	Cynthia Reichardt, x3356	Bob Suvall, x4263	Richard Perras, x6566	Charlotte Alston, x2474	
1.1.2	Achieve small business socio-economic goals as follows: subcontracting goal 41%, small disadvantaged businesses goal 5%, and women owned businesses goal 5%.	DCMA-SB	Syd Pope, x3380	Steve Shea, x4318	Renee Deavens, x6025	Minerva Blanco, x2756	
	Objective 1.2: Team with Service Program managers to achieve customer desired results. (Service Set = Major Program Services)						
1.2.1	Achieve and sustain a composite rating for customer satisfaction of 5 or greater for 90% of the customer base.	DCMA-PIM	Lynn Harris, x2382	Linda Maturo, x4219	Tom Brooks, x6580	Bill Erdbrink, x2755	
1.2.2	Reduce the percentage of contracts that have exceeded their cost and/or schedule goals by more than 10% over the FY 00 baseline.	DCMA-OCS	Bill Gibson, x3368	Maj Robert Walbridge, x4382	Barbara Gomes, x6558	Robert Posthumus, x2794	
	Objective 1.3: Assure the quality of today's products and services and improve the capability of tomorrow's Defense industrial base. (Service Set = Product Support Services)						
1.3.1	Reserved.						
	Objective 1.4: Ensure timely delivery of products and services. (Service Set = Delivery Services)						
1.4.1	Increase on-time deliveries by 5 percentage points (5% + baseline).	DCMA-OCT	Mark Melnyk, x3409	Dennis Magnan, x4504 Bill Gillen (Alt), x4892	Herb Cowart, x6549	Newton Sterns, x2736	

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1.4.2	Reduce the number of outstanding delinquencies. (1) Reduce the number of delinquencies over one year late by 5% of the September 30, 1998, baseline (baseline – (.95 x baseline)). (2) Reduce the number of delinquencies equal or less than one year delinquent to 50% of the September 30, 1998, baseline (baseline – (.50 x baseline)). (DCMDI shall use their baseline established in FY 00.)	DCMA-OCT	Mark Melnyk, x3409	Bob Suvall, x4263 Dennis Magnan, (Alt), x4504	Herb Cowart, x6549	Newton Sterns, x2736	
1.4.3	Increase the percentage of delay notices issued against delinquent schedules by 5 percentage points (5% + baseline) against the baseline established in FY 00.	DCMA-OCT	Patsy Oburn, x3350	Bill Gillen, x4892 Bob Gautreau (Alt), x4790	Herb Cowart, x6549	Newton Sterns, x2736	
	Objective 1.5: Team with and represent our customers in securing best value products and services. (Service Set = Pricing/Modification Services)						
1.5.1	Achieve an on-time definitized contact action rate of 87% and an overage undefinitized contract rate of 14%.	DCMA-OCB	Faye Turner, x3375	Kathy Blauvelt, x4256	Larry Andrews, x6546	Marcia Riddle, x2677	
1.5.2	Reduce negotiation cycle time by 5%.	DCMA-OCB	Scott Clemons, x8128	Al Rutledge, x4261	Larry Andrews, x6546	Harris Hill, x2791	
1.5.3	Ensure 100% forward pricing rate coverage at locations with ACAT I and/or II programs where annual government sales are > \$200 million annually with a minimum of 80% covered by Forward Pricing Rate Agreements (FPRAs). Partial FPRAs and/or Forward Pricing Rate Recommendations (FPRRs) cover the balance.	DCMA-OCB	Bill Hill, x3388	Rick Rydberg, x4211	Michele Flaharty, x6551	Marcia Riddle, x2677	
	Objective 1.6: Provide payment and financial management services that promote efficient and effective operations. (Service Set = Payment						

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	and Financial Management Services)						
1.6.1	Ensure 85% of canceling funds do not cancel.	DCMA-OCB	Patty Tellez, x3436	Ron Pulos, x4403	Lolita Pizarro, x6567	Charlene Baez, x2792	
	Objective 1.7: Complete all aspects of contract closeout in a timely manner. (Service Set = Contract Closeout Services)						
1.7.1	Achieve closeout of contracts 87% of the time, within the FAR mandated time frames.	DCMA-OCB	Patty Tellez, x3436	Joyce Blais, x3398	Lolita Pizarro, x6567	Charlene Baez, x2792	
	Goal 2: Lead the way to efficient and effective business processes.						
	Objective 2.1: Use risk management to improve efficiency in supplier and internal business management processes. (Service Set = Risk Assessment Services)						
2.1.1	Reduce the risk of not receiving the Right Item at the Right Time and Price for materiel and services for DCMA administered contracts.	DCMA-OCS	Bob Kennedy, x3382	Barbara Karpowicz, x4104	Dave Trout, x6525	Becci Murtha, x2014	
	Objective 2.2: Promote increasingly efficient and effective contractor business and financial systems. (Service Set = Business and Financial Systems Services)						
2.2.1	Reduce the amount of government property in the hands of contractors by 5% compared to the FY 00 ending balance (September 30, 2000).	DCMA-OCB	Nelson Cahill, x3370	Cal Wood, x3132	Len Salazar, x6570	John Reddinger, x2680	
2.2.2	Reduce the amount of Lost, Damaged, and Destroyed (LDD) government property at selected large contractors.	DCMA-OCB	Loretta Bowman, x3439	Cal Wood, x3132	Len Salazar, x6570	John Reddinger, x2680	
	Objective 2.3: Provide timely, quality flight operations services. (Service Set = Flight Operations Services)						
2.3.1	Maintain the percentage of on-time contractual aircraft deliveries for all	DCMA-AO	Col Mike Falvey, x3418	Lt Col David Kelley, x4208	Lt Col Bailly, x6503	Maj Sam Bakalian, x2493	

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	new manufactured, overhauled, modified, and contractually maintained aircraft under the cognizance of DCMA Flight Operations at 90% or greater.						
2.3.2	Maintain primary aircrew currency of assigned and attached DCMA aircrews conducting Acceptance Check Flights/Functional Check Flights for the purpose of contractual aircraft deliveries under the cognizance of DCMA Flight Operations at 90% or greater.	DCMA-AO	Col Mike Falvey, x3418	Lt Col David Kelley, x4208	Lt Col Bailly, x6503	Maj Sam Bakalian, x2493	
	Objective 2.4: Increase the efficiency of DCMA Services Support. (Service Set = Services Support)						
2.4.1	Increase the percentage of day-to-day contract administration activities conducted electronically. Specifically, (1) automatically pull 90% of contract related documents from the EDA web site and incorporate them into EDW; (2) electronically process and submit to DFAS DD 250s (increase to 100%); and (3) electronically process and submit to DFAS Final Cost Vouchers for contract closeout (increase to 80%). (MRM #2)	DCMAC-J (Paperless Center)	Dave Robertson, x3351 Lt Col Paul Yandik, x3441	Progress Payments: Barbara O'Connell, x4439 Closeouts: Joyce Blais, x3398	Dave Ganus, x6556	Tom Campana, x1266 EDW: Carl Workman, x2764 DD 250: Lisha Miller, x2758 Closeouts: Charlene Baez, x2792	
2.4.2	Achieve and maintain PLAS reporting of at least 98% of the paid hours for DCMA HQ and each District total.	DCMA-FBP	Eileen Gross, x2391	Bun Lee, x3576 Susan Li, x3604	Cathy Berrett, x6470	Deborah Rodgers, x1233	
2.4.3	Ensure CAO actual reimbursable execution in dollars (NASA, FEDCAS and FCAS total) is plus or minus 15% of the CAO forecast (as part of the Performance Plan) as adjusted by the District/HQ review.	DCMA-FBF	Alyce Sullivan, x4139	Michael Morrissey, x4953	Terry Moad-Geiser, x6423	Melanie Amann, x2730	
	Goal 3: Enable DCMA people to excel.						
	Objective 3.1: Build and maintain a work environment that attracts,						

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	develops, and sustains a quality workforce. (Service Set = Organizational Support)						
3.1.1	DCMA will reduce the Basic CAS, Services Support, and Organizational Support unit cost by 3% in FY 01 while maintaining or reducing the unit cost in all other cost pools.	DCMA-FBP	Marie Garney, x2432	Bun Lee, x3576 Susan Li, x3604	Cathy Berrett, x6470	Judith Schrenk, x2773	
3.1.2	Reduce the number of locations with a utilization rate exceeding 130 square feet of total office space or have an approved waiver in place.	DCMA-FBO	Lisa LeGrand, x2449	Ron Senecal, x4236	Betty Belleza, x6153	Sharon Chapman, x2734	
3.1.3	Reduce petroleum fuel usage (gallons of fuel used) in the GSA leased vehicles in the DCMA fleet by 5% (20% by 2005).	DCMA-FBO	Dalene McCauley, x2439	Greg Brooks, x4327	Auto Wagner, x6147	Sharon Chapman, x2734	
3.1.4	Achieve a 95% utilization rate for Defense Acquisition University (DAU) quotas received.	DCMA-HRW	Jan Pandhi, x2353	Kathy Butera, x3614	Linda Wallace, x6431	Angie Pavlat, x1386	
3.1.5	Increase the percentage of personnel that are DAWIA certified to level I (70%), level II (90%), and level III (98%). Maintain or exceed certification levels.	DCMA-HRW	Jan Pandhi, x2353	Kathy Butera, x3614	Linda Wallace, x6431	Angie Pavlat, x1386	
3.1.6	Achieve a benchmark standard of 40 training hours per year per employee.	DCMA-HRW	Jan Pandhi, x2353	Kathy Butera, x3614	Kathy Burlingame, x6431	Angie Pavlat, x1386	
3.1.7	Ensure that 100% of employees have 40 or more training hours by the end of the fiscal year.	DCMA-HRW	Jan Pandhi, x2353	Kathy Butera, x3614	Kathy Burlingame, x6431	Angie Pavlat, x1386	
3.1.8	Process 100% of all EEO complaints to final action within 180 days.	DCMA-DS	Kim Raley, x2435	Gerard Francis, x3585	Kay Baker, x6040	Bruce Haefner, x2801	
3.1.9	Complete 95% of military evaluation reports on time to service.	DCMA-HRM	Maj Steve Minnich, x2469	Mark Sukenic, x4490	SMSgt Young, x6030	SMSgt Ken Hammond, x1682	
3.1.10	Increase the Human Resources servicing ratio of the number of civilian positions serviced to the number of civilian 200 series position to 200:1.	DCMA-HRC	Melanie Reinders, x2364	Tom Wall, x4064	Barbara Warren, x6335	Charlotte Matousek, x1389	

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3.1.11	Reduce the average time to fill a position vacancy to 97 days.	DCMA-HRC	Melanie Reinders, x2364	Judi Friel, x4040	Barbara Warren, x6335	Charlotte Matousek, x1389	
3.1.12	Reduce the quantity of high grade positions (GS-14, -15, and SES) throughout DCMA to 445.	DCMA-HRC	Melanie Reinders, x2364	Todd Merrick, x4062	Barbara Warren, x6335	Charlotte Matousek, x1389	
	INVESTMENT GOALS						
1	Market the concept and form strategic alliances with our contractor base to promote Civil Military Integration.	DCMAC-H (CMI Center)	Barbara Foss-Fischer, x1345	DCMA ONLY	DCMA ONLY	DCMA ONLY	
2	Execute the Customer Satisfaction Implementation Plan.	DCMA-PIM	Lynn Harris, x2382	Linda Maturo, x4219	Tom Brooks, x6580	Bill Erdbrink, x2755	
3	Develop and test a new DCMA top-level metric for Right Item.	DCMA-OCT	Maj Gary Hickey, x3355	DCMA ONLY	DCMA ONLY	DCMA ONLY	
4	Establish the infrastructure and baseline of performance data to use Technical Performance Measures (TPMs) as a Agency level performance metric.	DCMA-OCT	Mike Ferraro, x3352	Larry Cianciolo, x3597	Kevin Kaboli, x6562	Robert Posthumus, x2794	
5	Effectively implement Software CAS early in the acquisition of software and related products to impact program performance.	DCMA-OCT	Becky Grant, x7339	Robert Tobin, x4243	Sharon Cryer, x6559	Robert Posthumus, x2794	
6	Identify and eliminate policies and procedures that restrict the movement from parts inspection to supplier excellence. Develop alternative methods of assuring quality.	DCMA-OCT	Lt Col Karen Osborn, x3442	Dennis Magnan, x4504 Brian Dillon, x4265	Steve Brown, x6547	Mike McLaughlin, x2746	
7	Improve the payment process.	DCMA-OCB	Tim Frank, x3431	Barbara O'Connell, x4439	Larry Andrews, x6547	Charlene Baez, x2792	
8	Improve DCMA's Contingency CAS (CCAS) program.	DCMA-FBP	Maj Len Fritz, x4140	Carolyn DesMarais, x4233	Joanne Patterson, x6440	LTC Herb Watson, x2024	
9	Execute the Information Technology (IT) Plan.	DCMA-IT	Roger Berger, x6379	Bud Wylie, x4467	Lorenzo Carter, x6102	Bud Davis, x2732	
10	Engage in activities to ensure complete and accurate reporting of Cost Savings and Cost Avoidances – Return on Investment (ROI).	DCMA-OCS	Dan Danzi, x3421	Lynn Thorpe, x4268 Ed Clavette, x4224	Bob Diamond, x6406	Lisha Miller, x2758	
11	Expand the supplier information base.	DCMA-OCS	Cynthia	Brian Carroll, x3649	Richard Perras,	Charlotte Alston,	

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			Reichardt, x3356		x6566	x2474	
12	Identify the skill needs of the DCMA workforce to perform the contract management function. Assess training needs to support such.	DCMA-OCT	Ramachandran Pillai, x8264	Donna Albrizio, x3911	Tomasina Parker, x6530	Howard Diltz, x2741	
13	Manage DCMA's business processes at all levels of the Agency using the Integrated Management System (IMS).	DCMA-FBP	Debbie Tomsic, x2448	David Horton, x4230	Li Lammert, x6469	Julie Sexton, x2783	
14	Facilitate the implementation of DCMA's integrated risk management process.	DCMA-FBP	Debbie Tomsic, x2448	David Horton, x4230	Li Lammert, x6469	Linda Haymaker, x2795	
15	Improve DCMA's reserve management program.	DCMA-HRM	Maj Len Fritz, x4140	Carolyn DesMarais, x4233	Capt Wittington, x6050	LTC Gerard Jacques, x2485	
16	Develop and deploy the performance measurement system for the General Counsel in DCMA.	DCMA-GC	Col David Fahey, x6079	Bruce Krasker, x4269	Dave Riley, x6202	Martha Henson, x2490	
17	Develop and deploy improved performance metrics for the EEO Program.	DCMA-DS	Kim Raley, x2435	Gerard Francis, x3585	Kay Baker, x6048	Bruce Haefner, x2801	
18	Execute the FY 01 Knowledge Management Plan.	DCMA-OCS	Penny Kingsbury, x3413	Barbara Karpowicz, x4104	Rita Comacho, x6520	Beverly Gaunt, x2759	